

Rapid Economic Assessment, June 2023

Vinnytsia oblast

REACH

Informing
more effective
humanitarian action



In partnership with
Canada



Context and rationale

- REACH is conducting a series of socioeconomic assessments to provide informational support to Acted's Securing Women's Economic Empowerment and Development (SEED) project
- During this project, Acted and IMPACT will work towards improving economic prosperity for women and the most vulnerable and marginalised people living in Ukraine through: increasing access to financial capital (livelihoods and small business grants, training, and support); increasing access to employment opportunities and skills training (scholarships and material support); improving the ability of jobseekers and entrepreneurs to make informed business/employment decisions (support for Labour Centres, CSOs + Business Advisory Centres, Humanitarian Standards training); and reducing gender- and age-specific barriers to economic participation in conflict and post-conflict environments (daycare grants, and 'Rebuild Ukraine' education and skills campaign).
- In June 2023, the REACH Ukraine socioeconomic team conducted a Rapid Economic Assessment (REA) in the four SEED project areas: Odeska, Mykolaivska, Vinnytska and Chernihivska
- Research objective: to improve information availability on how certain social and economic impacts of the war have contributed to reduced access to livelihoods among women and other marginalised/vulnerable groups, as well as identify gaps in existing labour market support and livelihoods-related social services, so as to inform programming aimed at building sustainable, locally owned and linked-up services for equitable access to agricultural and non-agricultural livelihoods.

Methodology

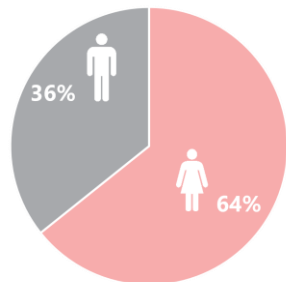
01

28 structured KI interviews

Local authorities (LA)

Employment centres (EC)

Business Management Organisations (BMO)

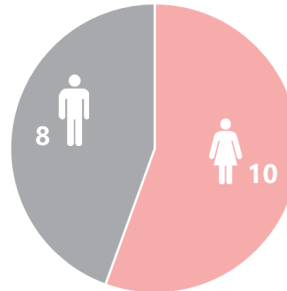


Gender of KIs for structured interviews

02

18 in-depth KI interviews (IDI)

4 LA representatives, 4 BMOs, 2 Civil Society Organisations (CSOs), 1 International Organisations (IOs), 2 UN Agencies, 2 Technical and Vocational Education and Training Centers (TVET), 3 Administrative Service Centers (TSNAPs)



Gender of KIs for in-depth interviews

03

30,471 rows of data scraped from work.ua

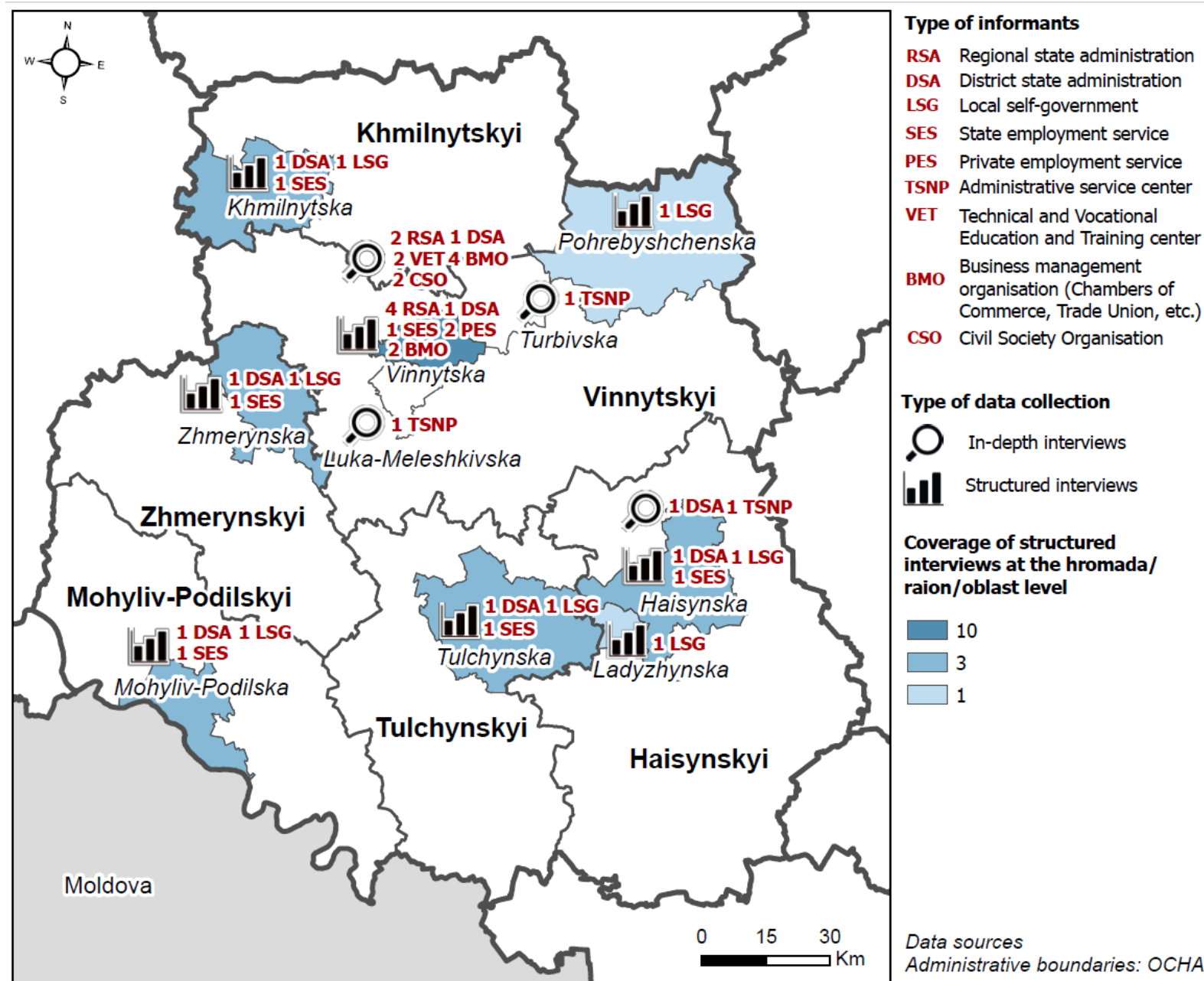
Vacancies and resumes posted by employers and jobseekers in May and June 2023 were scraped in order to have raw data on the supply and demand of labour in the assessment area, allowing for an analysis of labour market dynamics.

Data collection took place 01 - 17 June 2023

Limitations of assessment

- A limited sample size meant selecting key informants from areas that were determined to be more vulnerable (using livelihoods indicators from REACH Humanitarian Situation Monitoring (HSM) and the 2022 Multi-Sectoral Needs Assessment (MSNA)). As a result, data was collected from key informants in a limited number of hromadas (a small territorial division in Ukraine). As key informants tended to provide data for the situation in their immediate area, the coverage of the findings is mostly limited to where interviews were conducted.
- Some key informant categories, such as banks and Diia.Business (a state-managed center for business support services), were more difficult to recruit. As a result, no Diia.Business representatives and no bank KIs were interviewed. This meant collecting no data for some questions and a limited sample for others.
- Business representatives and the economically active population will be interviewed in subsequent assessments. As a result, this assessment only collected data from local authorities and other relevant stakeholders, who may be concerned with organisational reputation, advocacy agendas, among other things, potentially skewing the findings.
- As a result of the data collection methodology and the above limitations, results of this assessment should be treated as **indicative** rather than representative.

Data collection sample





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- 01** Barriers and opportunities for economic recovery
- 02** Challenges faced by the economically vulnerable and marginalised
- 03** Existing support networks
- 04** Impact on service provision and additional support needed

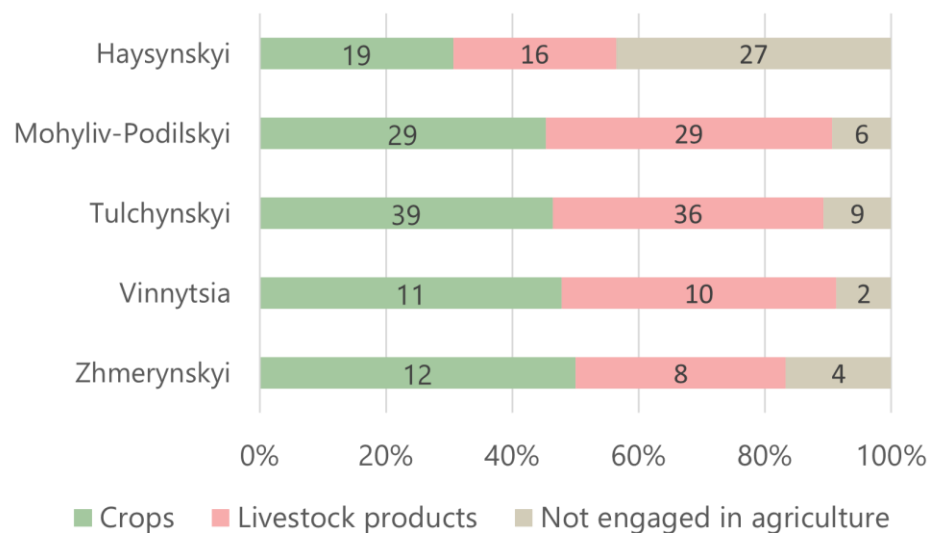


01

Barriers and opportunities for economic recovery in Vinnytsia oblast

Characteristics of Vinnytsia region

Agricultural activities of rural HHs by raion

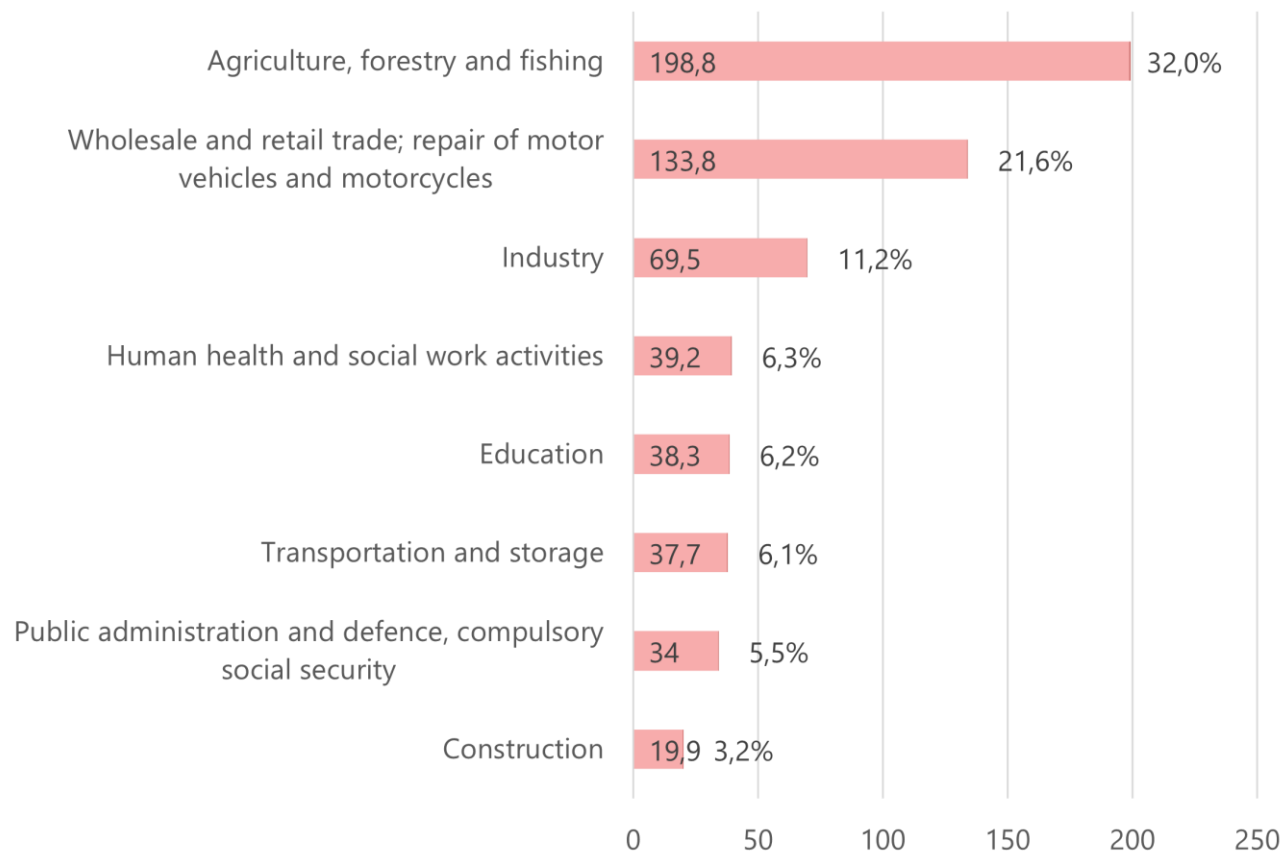


Food and Agricultural Organisation, Ukraine: Impact of the war on agriculture and rural livelihoods in Ukraine, December 2022



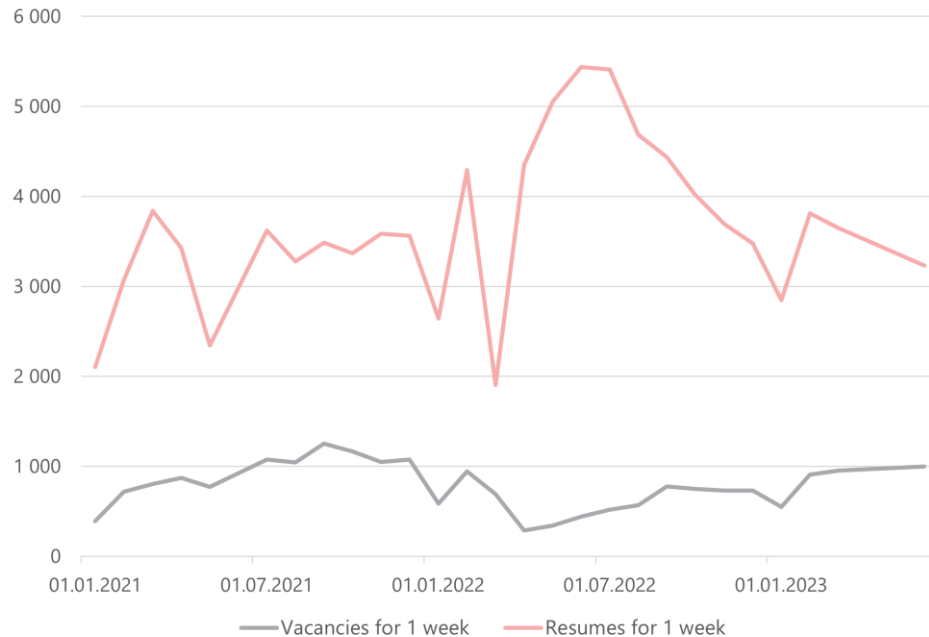
Employment in economic sectors

Employed population (thousands) by sector 2021

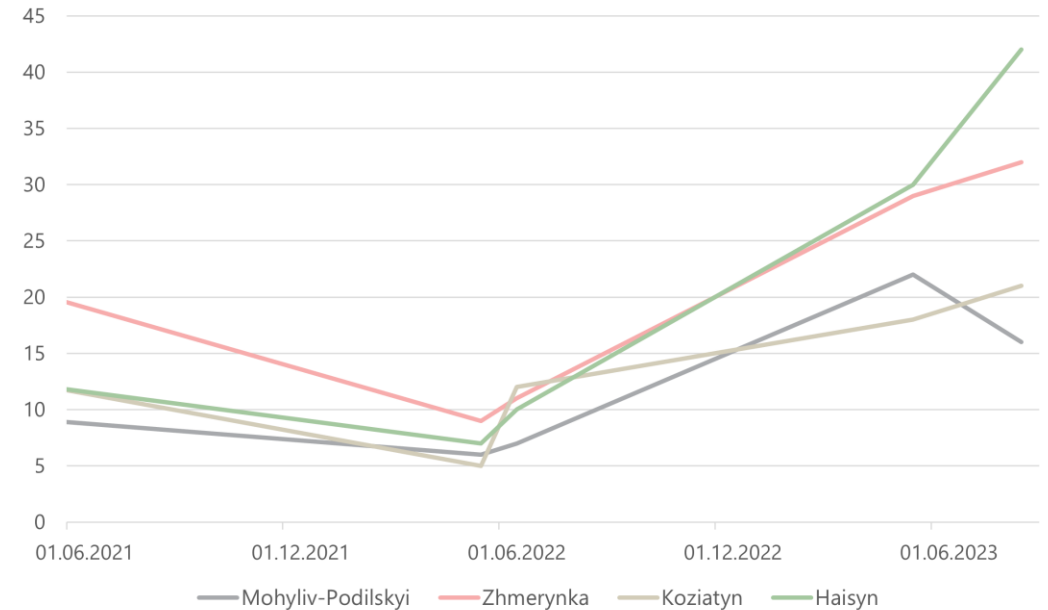


Labour market dynamics

Vacancies and resumes since July 2021 (work.ua)



Vacancies by location (work.ua)

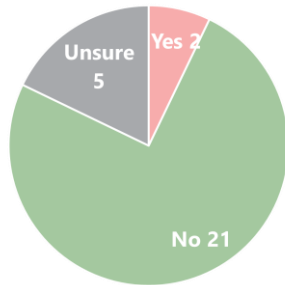


- In 2022, the number of vacancies decreased only for a short period from the start of the war until the month of June 2022, and from that point onwards it demonstrates a steady increase.
- If the number of vacancies gradually decreased from pre-war (2021) to June 2023, the number of resumes fell sharply at the beginning of the war, but already at the beginning of summer 2022 received a sharp increase, which can be explained by the increase in the number of IDPs in the region.
- Vinnytsia is the only assessment area (of four) where there are now more vacancies than there were in 2021.

Impact of war on business

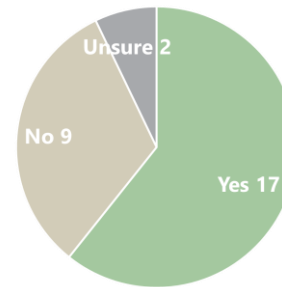
Results from structured survey, n = 28

Have there been many business closures in the area since Feb 2022?

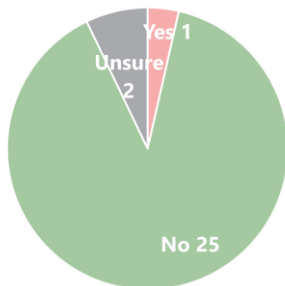


Only 2 of 28 KIs reported business closures in the area since Feb 2022, however, '... nearly 40 businesses and business owners that are members of our organization have closed their activities due to many reasons. Within the first months of the war, small and microbusiness especially felt the impact of the hostilities.' – BMO, Chambers of Commerce

Have any businesses relocated to the area since Feb 2022?

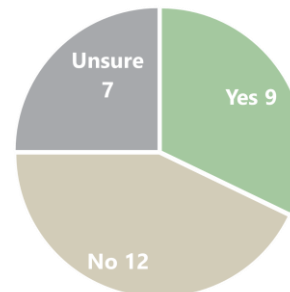


Have any businesses relocated away from the area since Feb 2022?



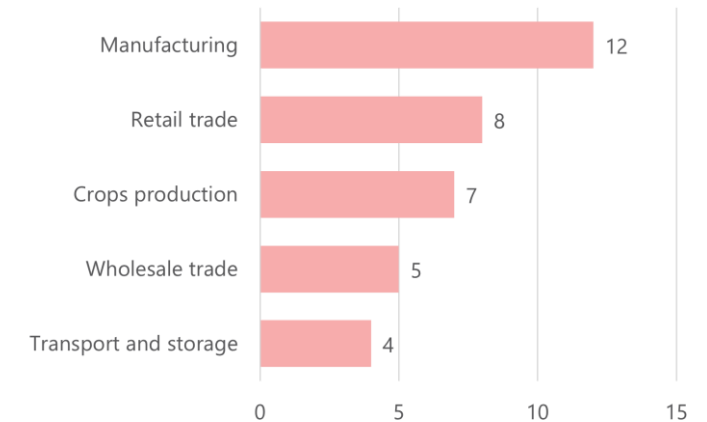
Only 1 of 28 KIs reported businesses relocating away from the area since Feb 2022.

Have any new businesses opened since Feb 2022?



Which sectors have seen the most businesses relocating to the area?

(n = 17, multi-choice question)



According to KIs, **retail (4)** and **wholesale (3) trade** account for the most newly opened businesses since the outbreak of the war.

Impact of challenges faced by businesses

Strategies of adaptation to the conditions of war (as reported in IDI with a BMO and LA)

• Partial closure or reduction in activities (2)

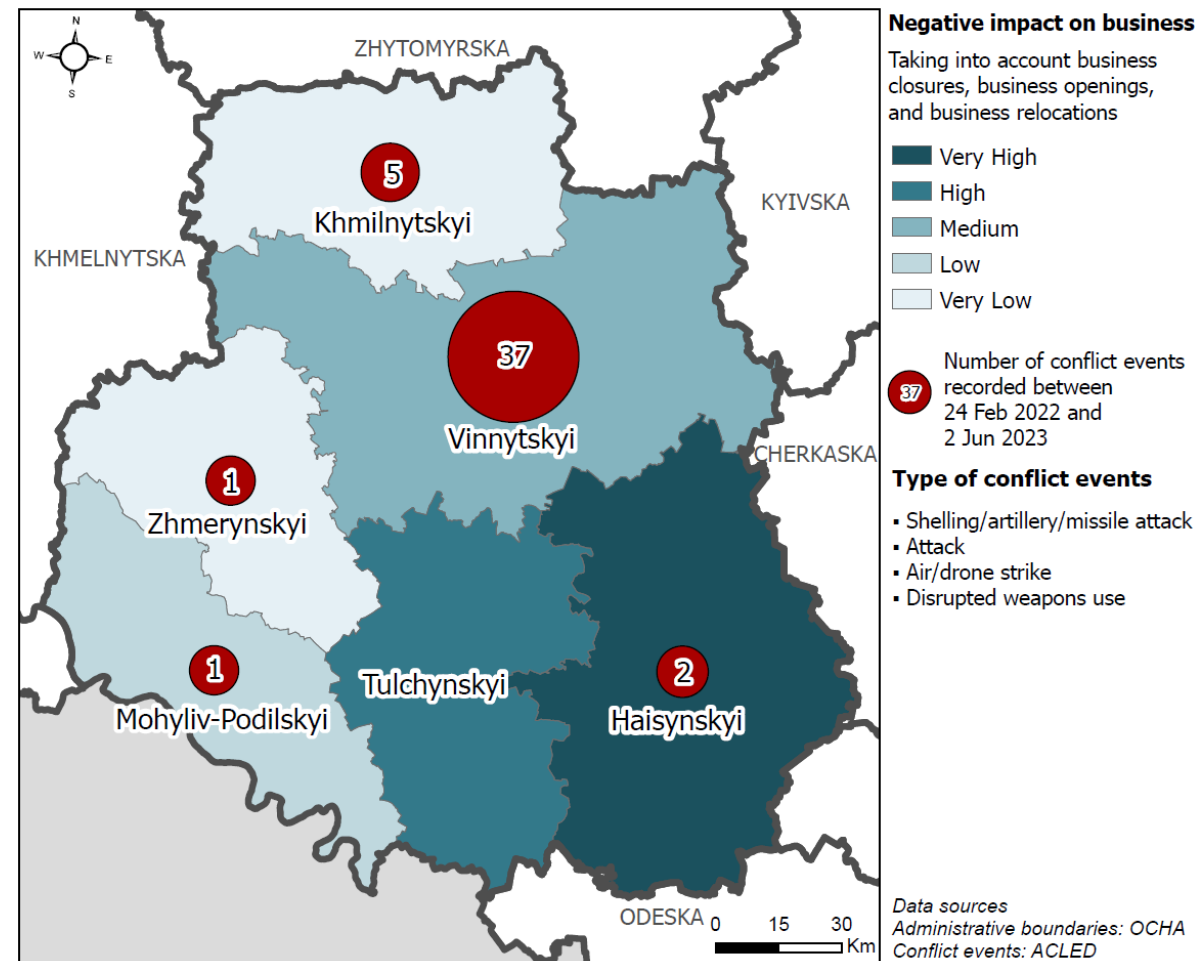
'For example, our members that export goods to Belarus have been closed and Plant 'Pnevmatyka' is not operating now. Export merchants working with the countries where logistics were disrupted have been closed too: since the outbreak of the war, it is impossible to dispatch goods to Georgia, so the business has been shut down. Many businesses, whose target markets or activities are related to the contractors from abroad, have been closed.' – BMO, Entrepreneurial Union

'At first, business activities, financial income and turnovers have decreased. However, our business owners are very smart and inventive, they established new connections, distribution channels and given the circumstances, new raw materials supply channels. The problems are being resolved and we see how our region is gradually returning to life.' – Agri BMO

• Relocation/opening of businesses (3)

'... farm businesses have started developing which grow unusual crops for this region, such as: aubergines, pepper, watermelons, melons. This range was common for the southern districts of Kherson region.' – DSA Vinnytskiy

'Mostly businesses from combat areas and occupied territories have relocated to Vinnytsia and other regions. As of March 2023, more than 500 businesses and business owners were registered as relocated. In general, both production and service. Mostly production companies from Donetsk, Kharkiv and Zaporizhzhia regions... They have already started establishing relations with the local business community, local government as well as partnership relations with local businesses in terms of supply of certain services and types of products for local production.' – BMO, Chambers of Commerce



Current business challenges

The main difficulties faced by the business since the beginning of the war (as reported in IDI with 4 BMO)

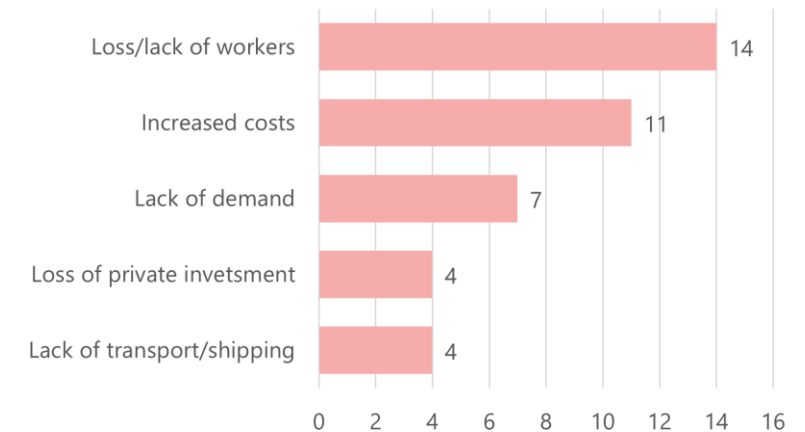
- Outflow/conscription of workers (3)
- Lack of finance (2):
- Limited import and export (2)
- Low salaries in comparison with opportunities abroad (1)

'Speaking about farmers, especially small farm businesses, they face challenges related to financing, when they cannot get enough funds to survive as it is almost impossible to get a loan from the bank. Every bank has its own approach. Emerging small farm businesses do not have any security assets and banks demand guarantees that the funds will be paid back, so security must be provided. All farm businesses are looking for the opportunities to survive, especially during the war, when export of grain is limited. The cost of the produce they have cultivated on their lands is very low and expenses are higher now than they used to be before the war. Diesel fuel, spare parts, mineral fertilizers and equipment are more expensive now, but the produce got even cheaper. That's why, it is very difficult for small farm businesses to operate in such conditions.' – Agri BMO, Vinnytsia

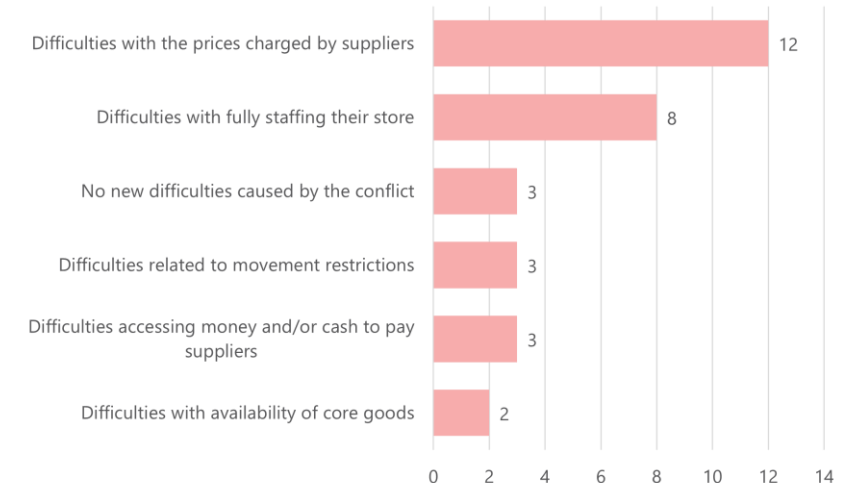
**numbers in brackets indicate the number of times this point was mentioned by key informants*

Results from structured survey, n = 19, multi-choice questions

Local business in general



Local stores



Recovery and development

Priority measures for recovery and development (as reported in IDIs with 4 LAs)

- Construction of housing for IDPs (Regional State Administration (RSA), District State Administration (DSA), Vinnitskyi)
- Measures to support agro-industrial complex: logistics, major infrastructure projects (e.g. construction of a bridge connecting Ukraine and Moldova), and power supply facilities (RSA, DSA Haisynskyi)

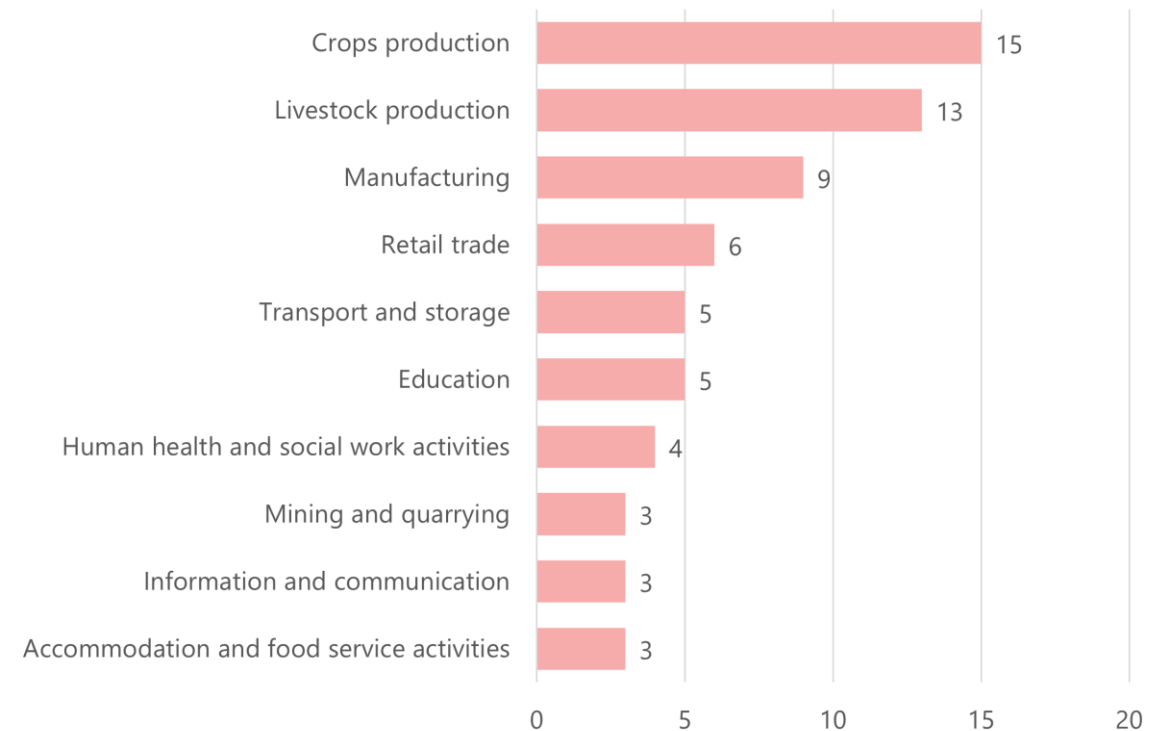
Person/department responsible for implementing reconstruction and development policies (as reported in IDIs with 4 LAs)

- Local self-government bodies (3)
- Regional State Administrations (2)
- Central state authorities (1)
- International organisations (1)

'Individual departments are engaged in implementation of the regional reconstruction programs according to their authorities within the framework of the Regional Program implementation. Dedicated units of the RMA will be responsible for its implementation. The local authorities will be responsible at the level of territorial communities. Speaking about the governmental programs, the Ministry of Regional Development is responsible for their implementation.' – KI from Department of International and Regional Development at RSA

Sectors prioritised for investment by LA

Results of structured survey, n = 17, multi-choice



Business perceptions of LA priorities

Consistency between government plans for reconstruction/development and interests of local businesses (as reported in IDI with 4 BMOs)

- Ongoing but reduced government support for business (2):
 - An agri BMO discussed how the government is working on plans to support businesses, but the programs in place pre-war are no longer working, apart from grants which continue to be available
 - Chambers of Commerce and Industry similarly reported that the regional development plan (until 2024), which involves creation of hubs, business incubators and industrial areas, continues to be implemented to a limited extent
- There is a need for business to collaborate with local authorities to ensure needs of the industry are properly understood and appropriate solutions are developed: *'On our part, at the moment, we are creating the association of institutions involved in economical development. We have defined the industry-specific ambassadors (as we called them) and now our task is to find information about what is going on in the industry and what it needs. Later, we will include this information into the available documentation.'* – BMO (Union of Entrepreneurs)
- A Light Industry BMO KI reported having seen little evidence of their interests being reflected in central government planning in the past couple of years

Work of International Organisations

Ongoing/recently completed activities (as reported in IDI with IOs)

- Enhancing capacity of SES and VETs to support PWDs: sensitisation of staff (ECs), repairs, purchasing equipment
- Trainings on preparing grant applications and resumes, in cooperation with employment centers

Upcoming projects (as reported in IDI with IOs)

- Vocational training/capacity building of SES (1): planning to focus on Vinnytsia due to the significant presence of relocated businesses and IDPs

Anticipated changes in priority sectors (as reported in IDI with IOs)

- Support Ukraine's transition to a greener economy
- Supporting hromadas with rebuilding of damaged and destroyed TVET schools
- Digitalization
- Durable solutions for IDPs + early economic recovery



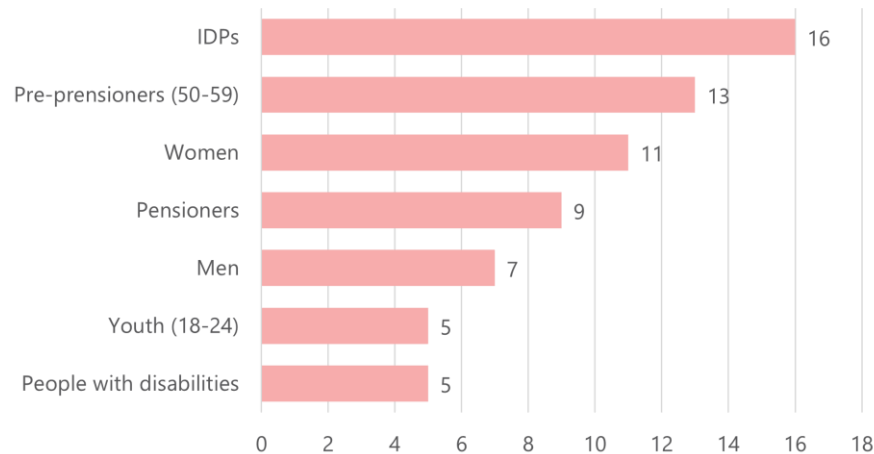
02

Challenges faced by the economically vulnerable and marginalised

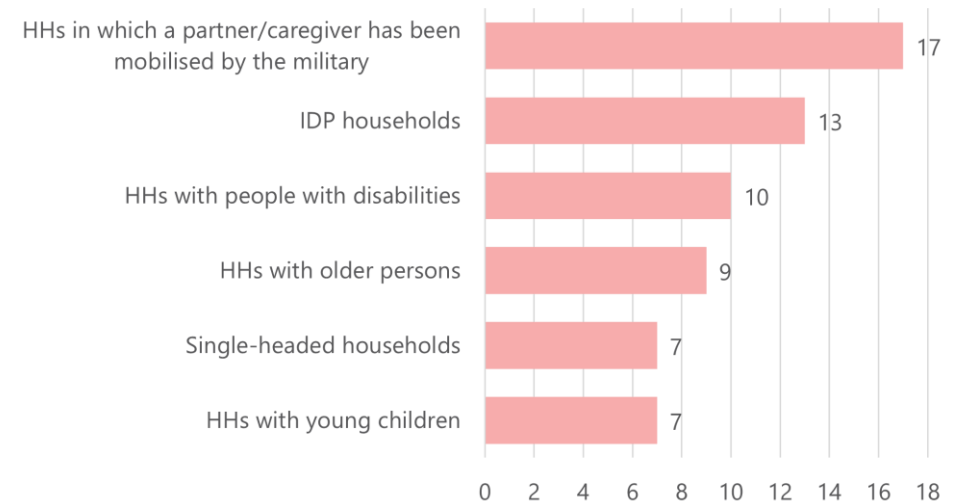
Economically vulnerable/marginalised populations

Results from structured survey, n = 26, multi-choice questions

Individuals worst affected by loss of income since Feb 2022



HHs worst affected by loss of income since Feb 2022

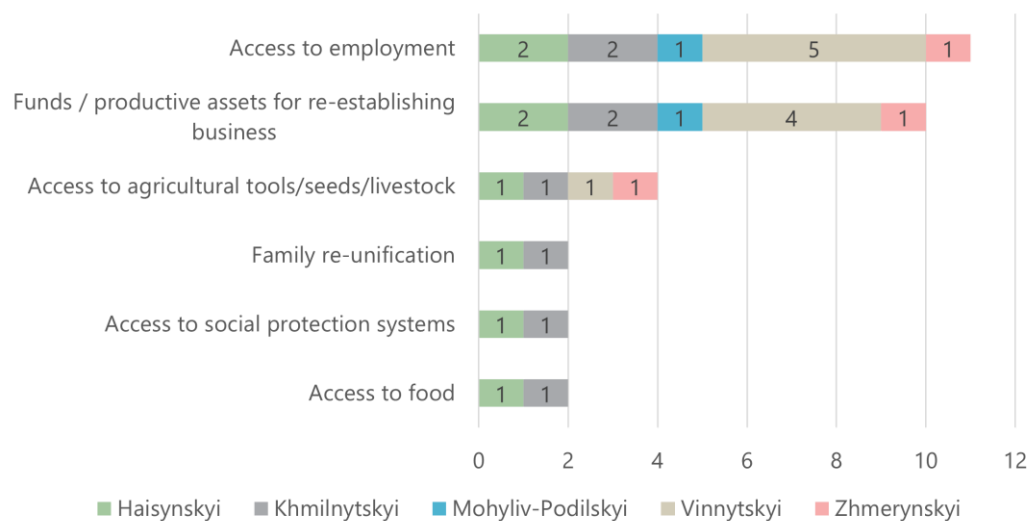


These questions were asked to improve information availability on individuals and households considered to be especially economically vulnerable or marginalized in the assessment area. These categories are not meant to be mutually exclusive. Rather these results reveal characteristics of individuals/households more vulnerable to loss of income in the local context. To identify the most vulnerable, it is possible combine the most commonly reported characteristics, for example, IDPs, pre-pensioners and women would appear to have been worst affected by loss of income.

Displacement and return

Main needs of returnees in the area

Results from structured survey, n = 15, multi-choice question



Displacement and return patterns (%)



Estimated proportion of the raion population displaced since February 2022



Estimated proportion of returnees in the population

Number of conflict events recorded between 24 Feb 2022 and 2 Jun 2023

- 0 - 2
- 3 - 5
- 6 - 37

Type of conflict events

- Shelling/artillery/missile attack
- Attack
- Air/drone strike
- Disrupted weapons use

Data sources
Administrative boundaries: OCHA
Conflict events: ACLED

IDP living arrangements and needs

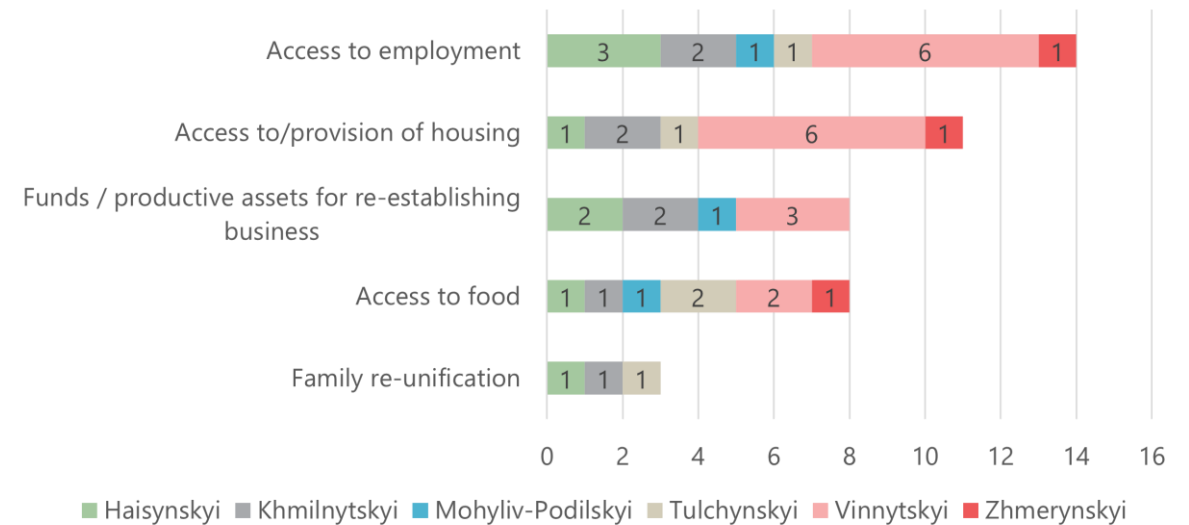
Available support programs for IDPs (as reported in IDIs with 4 LAs)

- Housing (2)
- Comprehensive support: '... we are developing the Complex Regional Program for supporting IDPs for years 2023-2027. The program will contain 5 sections: provision of shelter, employment, education, healthcare and general issues.' – RSA, Social Policy Department

The most requested services by IDPs (as reported in IDIs with Administrative Service Centers)

- Registration of IDP status (2)
- Receiving social benefits (2)

Main needs of IDPs in the area Results from structured survey, n = 18, multi-choice question



*numbers in brackets indicate the number of times this point was mentioned by key informants

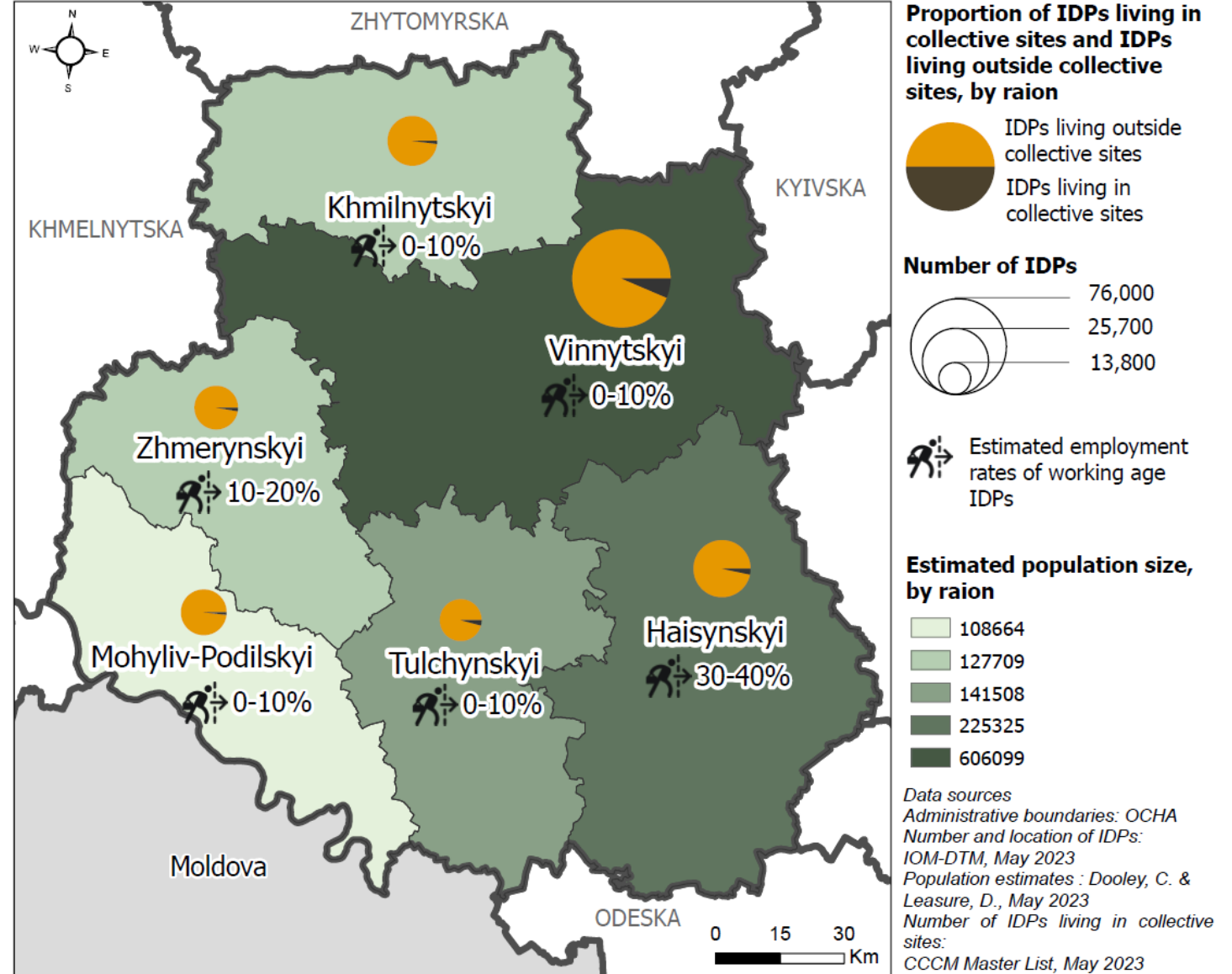
IDP integration

Socio-economic integration of IDPs (as reported in IDIs with 2 CSOs)

- Partial or low economic integration into the local community (2)
- Specific risks faced by IDPs working as drivers and agricultural workers: *'...the work is hard, there is lack of experience and no opportunities for retraining, because people are not mentally ready due to constant stress. The majority of them plan to return home and they do not have money to retrain or get education, and it is expensive to rent accommodation.'* – CSO in Vinnytsia
- Successful/full economic integration of IDPs (1), e.g. relocated businesses
- Incidents of discrimination/bullying (1): *'there are conflicts among children and teenagers related to bullying.'* – CSO in Vinnytsia

Economic impact of IDP resettlement in the area (as reported in IDIs with 4 LAs)

- The resettlement of IDPs would improve the economic situation (1): *'If IDPs were employed, tax revenues to the budget would increase'* – DSA, Vinnytskyi
- Resettlement of IDPs does not significantly affect the economy (1)



*numbers in brackets indicate the number of times this point was mentioned by key informants

Employment of IDPs

IDP access to the job market (as reported in IDIs with 2 CSOs and 4 LAs)

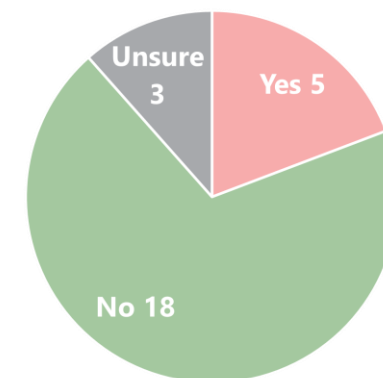
- IDPs need additional re/training programs (3)
- Lack of desire among IDPs to retrain/get a job (3)
- Lack of suitable vacancies (2)
- Skills and experience of IDPs do not meet the needs of the labour market (2)
- Employers concerned IDPs may return to place of permanent residence (1)
- Low level of wages in the region (1)
- Lack of connections in the local community (1)
- Lack of information regarding employment assistance (1)
- Lack of funds for education/retraining (1)
- IDPs are competitive on the labour market (1)

'The level of salary does not meet the needs of IDPs. Only 1,006 people were willing to find a job, they specified it in their status applications and financial aid application forms. ... For example, there is a family consisting of a husband, a wife and three children. The husband is unemployed, and they live on social benefits. In particular, they receive 3,000 UAH for each child and 2,000 UAH for each adult. In total, it amounts to 13,000 UAH. So, there is no need to look for a job.' – DSA, Vinnytsia

'Lack of contacts, recommendations and connections within the host community. They use only common resources: look for job via job sites (open resources, like robota.ua and work.ua). ... Not all employers look for personnel via open resources. Some look for them based on their recommendations.' – CSO, Vinnytsia

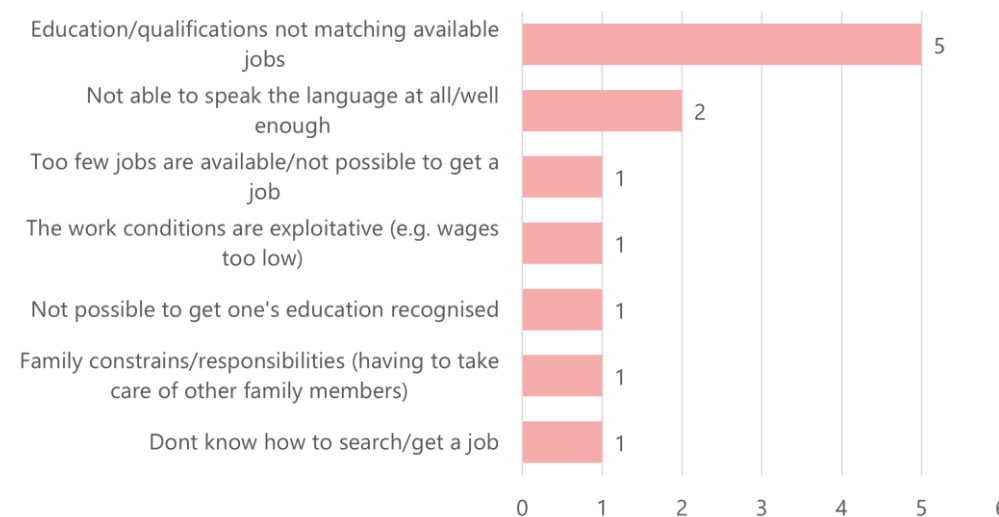
Do you think IDPs face specific challenges accessing employment?

Results from structured survey, n = 26



Biggest obstacles IDPs face in finding a job

Structured survey, n = 5, multi-choice question



*numbers in brackets indicate the number of times this point was mentioned by key informants

Employment of IDPs

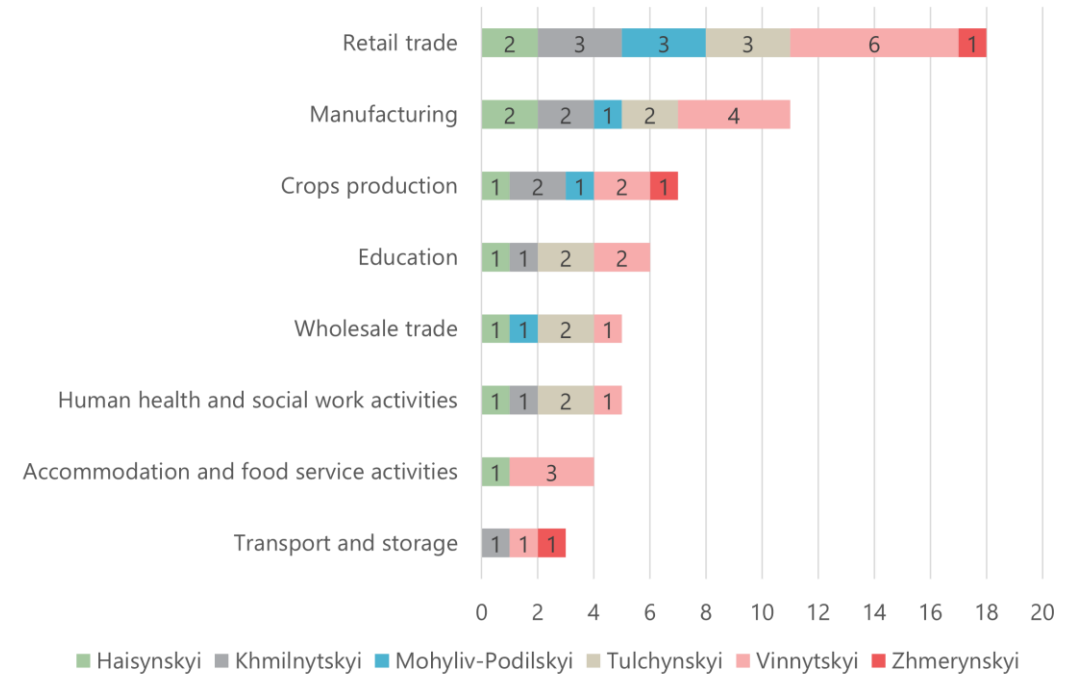
Sectors of employment for IDPs (as reported in IDIs with 2 CSOs)

- Low employment in heavy industry (1): *'There are not many large factories or plants in Vinnytsia compared to Mariupol and Kharkiv. Small manufacturing facilities are more developed here.'* – CSO, Vinnytsia

Unofficial employment of IDPs (as reported in IDIs with 2 CSOs)

- Lack of protection/security in informal employment (2)
- High level of involvement in informal employment (1)
- Lots of informal employment in trade (1) and services (1)

What kind of work are IDPs doing? Results from structured survey, n = 25, multi-choice question



*numbers in brackets indicate the number of times this point was mentioned by key informants

Employment of women

Among the KIs sampled, it was estimated that on average **54%** of staff and **75%** of senior managers are female.

Gender inequality at work (as reported in IDIs with 2 CSOs)

- The "glass ceiling" effect for women in leadership positions (2)
- Women receive lower salaries than men (1)
- Gender stereotypes regarding specializations (1)

'Two basic things: a glass ceiling and a sticky floor. Women refuse to work because they have household duties, their children get sick, they plan to have more children, or they do not want to take a lot of responsibilities.' – CSO, Vinnytsia

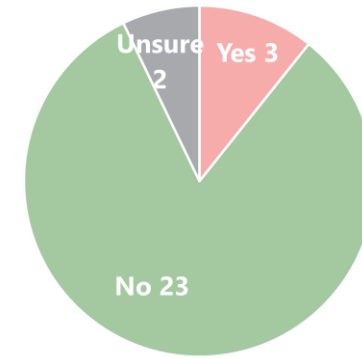
'At first, women will not be adequately evaluated based on the efficiency of their work, therefore their salary may be lower than men's salary. Terms of their employment may differ. Also, women tend to be distrusted and their ability to cope with the work will be assessed.' – CSO, Vinnytsia

Barriers to women's employment (as reported in IDIs with 2 CSOs)

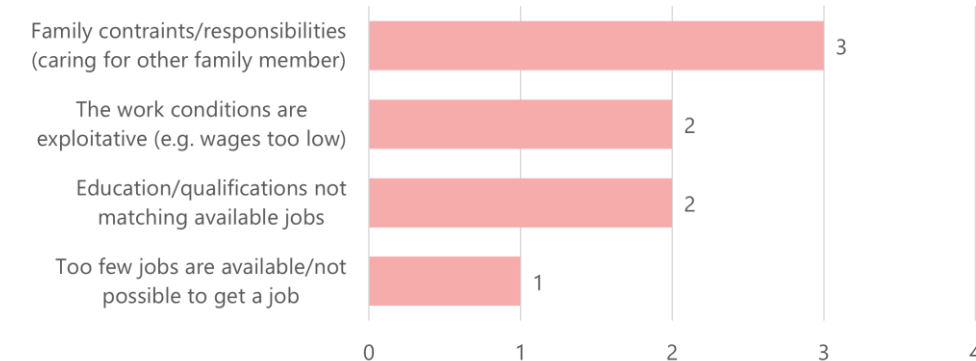
- Women have greater responsibility for household since outbreak of war (2)
- Childcare (2)
- Lack of experience/wrong kind of experience (2)
- Language (1)
- Lack of confidence in one's own abilities (1)
- Discrimination during recruitment (1) [related to childcare]

'There are barriers, such as small children. First, employers inquire about small children. Not everyone wants to hire women with children, especially with two or more children. If a woman has just returned from maternity leave, not everyone is willing to hire her due to longer period of adaptation compared to a working woman. Women lose their professional skills during maternity leave, and they need training.' – CSO, Vinnytsia

Do you think women face specific challenges accessing employment?
Results from structured survey, n = 28



Biggest obstacles women face in finding a job
Results from structured survey, n = 3, multi-choice question



Employment of women

Sectors of employment for women (as reported in IDIs with 2 CSOs)

- Mainly services (2) and trade (1)
- Low employment in heavy industry/engineering (2)
- Transition to “traditionally male” sectors of employment (2)

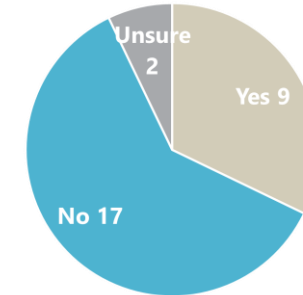
Unofficial employment of women (as reported in IDIs with 2 CSOs)

- Lack of protection/security in informal employment (2)
- High level of involvement in informal employment
- Informal employment common in trade (1) and services (1)

'I think that 40% do not work officially. Service sector, IT and other sectors. In essence, it is microbusiness and small business which is only emerging, but the tax load is heavy. Therefore, not all businesses want to employ their staff officially.' – CSO, Vinnytsia

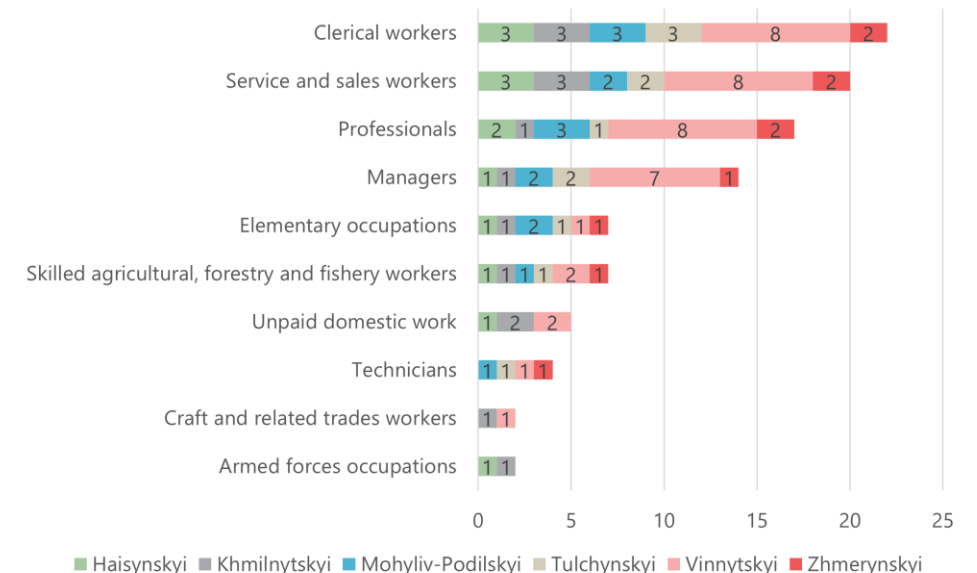
Have the main types of economic activities practiced by women changed as a result of the war?

Results from structured survey, n = 28



Kind of jobs women were mainly doing pre-war

Results from structured survey, n = 28, multi-choice



*numbers in brackets indicate the number of times this point was mentioned by key informants

Women's entrepreneurship

Women's social and economic empowerment (as reported in IDIs with 4 BMO and 2 CSOs)

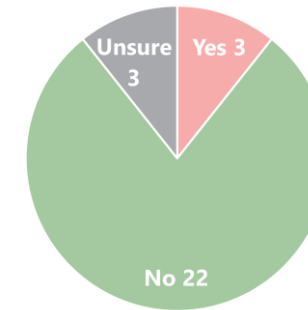
- Increasing number of women in managerial positions (during the last 3-5 years) (3)
- Increasing employment in different sectors and specialisations (since the beginning of full-scale war) (2)
- Increasing number of self-employed women (during the last 3-5 years) (2)
- Increasing number of women in local self-government (during the last 3-5 years) (2)
- Strong influence of women on local politics (2)
- DIIA Business and USAID are reportedly implementing women's entrepreneurship projects – CSO, Vinnytsia

'Yes, there is quite a large number of self-employed women. There are more than four entrepreneur unions in Vinnytsia, both for micro- and large businesses, where women support each other, communicate, grow and exchange their experience. ... Women are most likely to be self-employed, entrepreneurs or business owners in: Beauty industry, food industry (confectionaries, coffee shops and cafes), sewing, handmade sector, craft production. ... There are a lot of women, including IDPs, who opened their own business (coffee shops and confectionaries).' – CSO, Vinnytsia

'There are quotas for female deputies. They help women to get access to politics as political parties are interested to enroll women. Also, quotas help women to believe that they can change something, so the share of women in politics is increasing and they get impact thanks to that.' – CSO, Vinnytsia

Do you think women face specific challenges in starting a business/becoming self-employed?

Results from structured survey, n = 28



Challenges women face in starting/running a business/becoming self-employed (as reported in structured interviews with KII / as reported in IDIs with 4 BMO and 2 CSOs)

- Lack of time since the outbreak of war due to additional community (volunteering) and household responsibilities (4)
- Lack of financial resources/startup capital (2)
- Lack of experience/knowledge (2)
- Lack of support from family
- *'Discrimination against women, but it is rare'* – KII
- Decrease in number of female-headed businesses due to women leaving the country (1)

A decorative network graphic in the top-left corner, consisting of a web of thin grey lines connecting small red and grey dots.

03

Existing support networks

A decorative network graphic in the bottom-right corner, consisting of a web of thin grey lines connecting small red and grey dots.

Networks

Goal

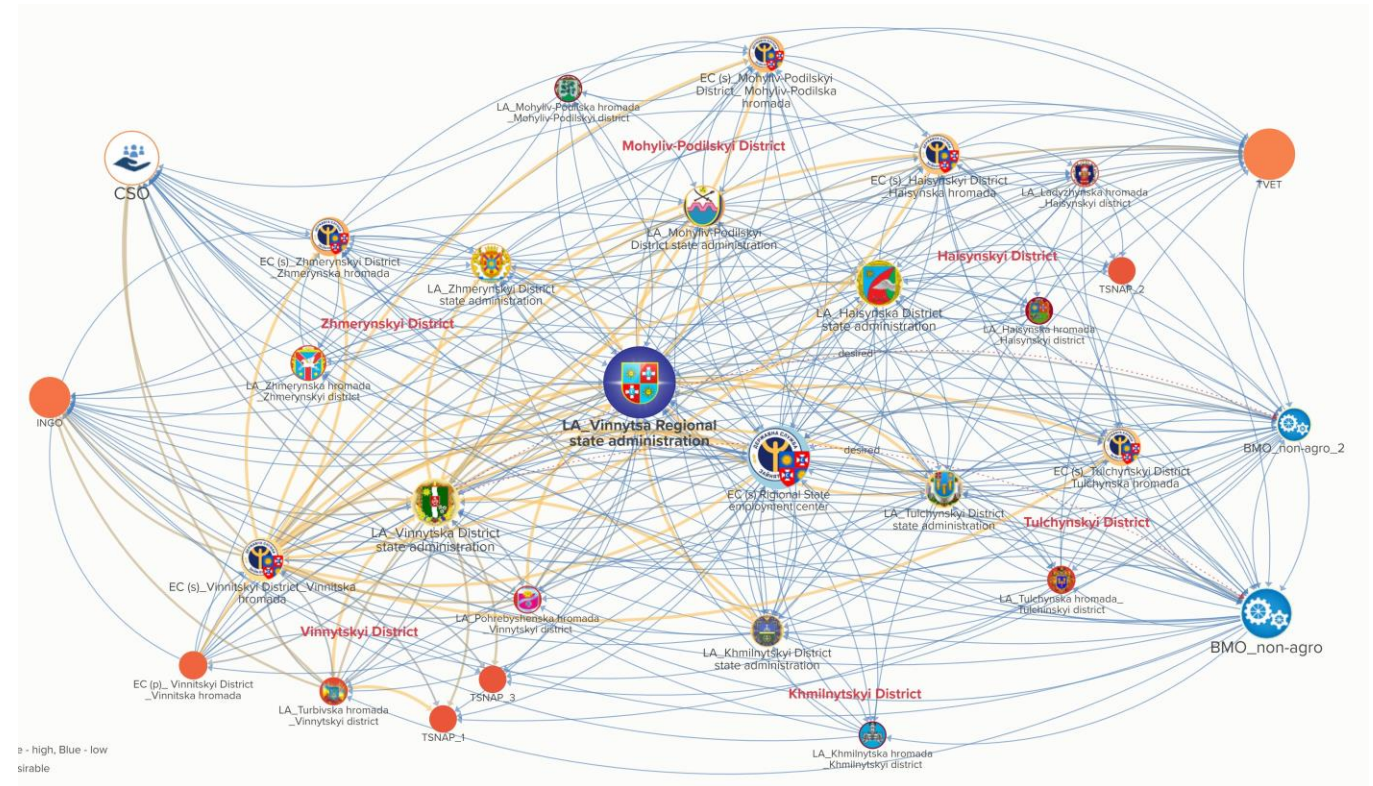
- To make it easier for actors (already/soon to be) engaged in supporting MSMEs and access to employment to review available services to better identify service gaps

Objectives

- To map the main stakeholders providing employment and MSME support services
- To represent the type of relationships between the different stakeholders
- To detail services provided by different actors

Link

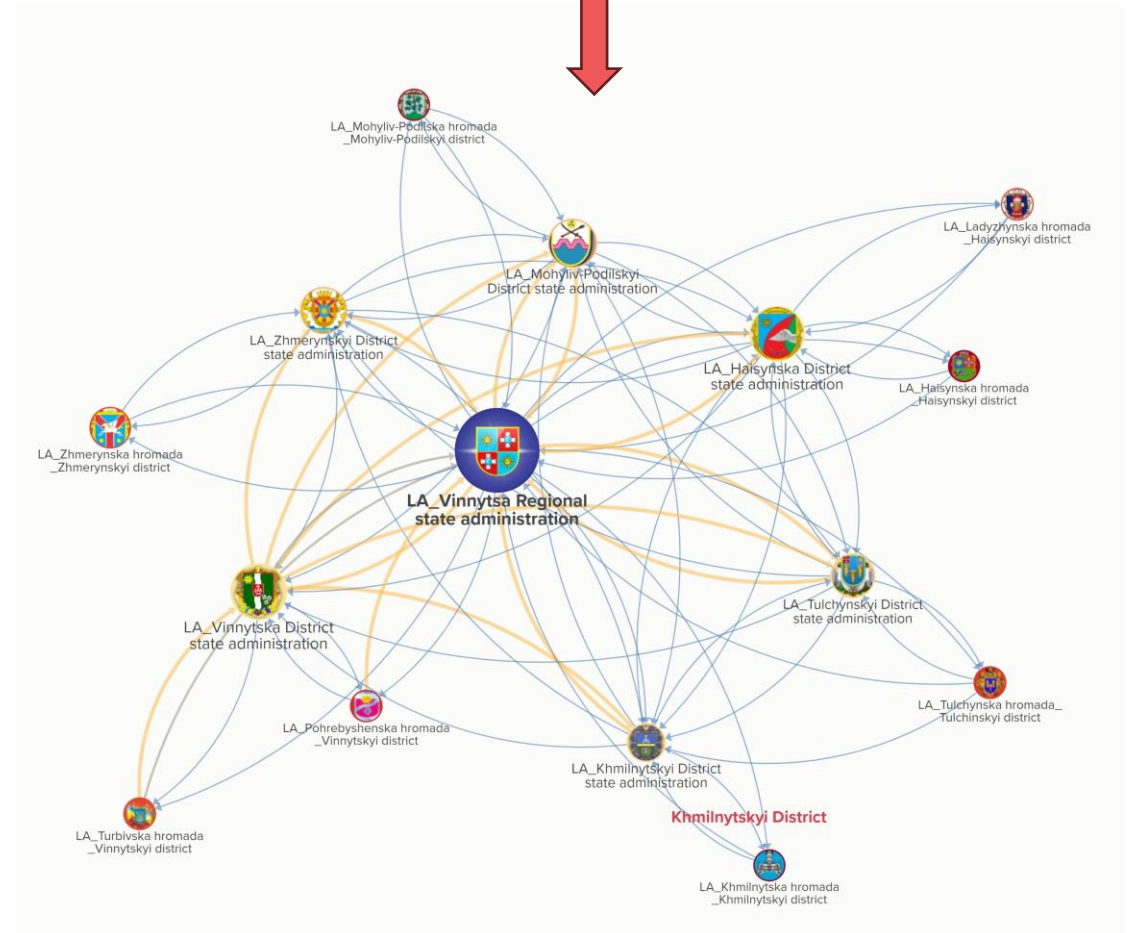
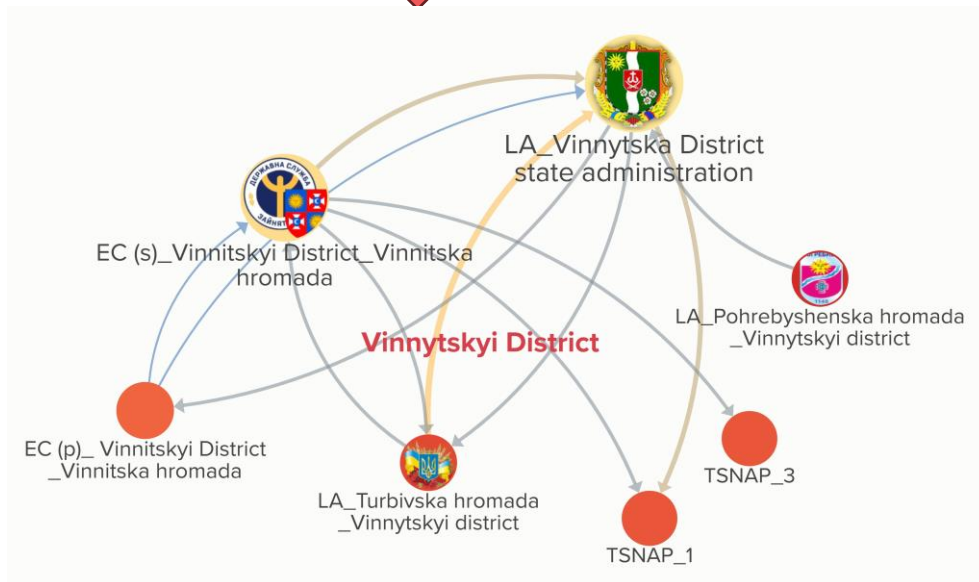
- <https://kumu.io/embed/2720b6ad26d521ac3789f98c03d636d5>
- Password: 123Vinnytsia



Networks

Ability to see the nature of connections between different types of actors of your choice

A separate focus on the network in the district



A decorative network graphic in the top-left corner, consisting of a series of interconnected nodes (dots) and lines. The nodes are colored in shades of red and grey, and the lines are thin and grey. The network is dense and irregular, with some nodes having multiple connections.

04

Impact on service provision
and additional support needed

A decorative network graphic in the bottom-right corner, similar to the one in the top-left. It features a cluster of interconnected nodes in red and grey, with thin grey lines connecting them. The network is dense and irregular, with some nodes having multiple connections.

Social services

Impact of the war on local budgets and financing (as reported in IDIs with 4 LAs)

- Tax revenues from entrepreneurs/individuals decreased (3): *'Tax revenues decreased during the first months of the war owing to the preferential taxation. Large proportion of IEs have been closed and relocated. The number of employees reduced due to conscription, and revenues decreased respectively. However, the situation has stabilized now. The grain corridor has been opened and they started exporting and selling grain, in particular, from Vinnytsia region. Vinnytsia region used this opportunity as soon as the corridor was opened.'* – DSA, Vinnytskyi

Priority expenditures from the budget (as reported in IDIs with 4 LAs)

- Reduction of spending on regional development / capital expenditure (2)
- Reduction of public sector salaries and brake on recruitment (1)

'The amount of capital expenses and budget expenses on development has significantly decreased in connection with the suspension of the governmental subventions from the state budget as well as the local budgets respectively.' – RSA, Department of International and Regional Development



*numbers in brackets indicate the number of times this point was mentioned by key informants

Technical and vocational training and education services

Service gaps

Requested courses if additional funding is available (as reported in IDI with 2 TVETs)

- Marketing (1)
- Entrepreneurship (1)
- Computer literacy classes (1)

'We would add computer courses for children from rural areas. However, we need to upgrade our material and technical facilities, in particular, provide modern computers for the classes.' – TVET, Vinnytsia

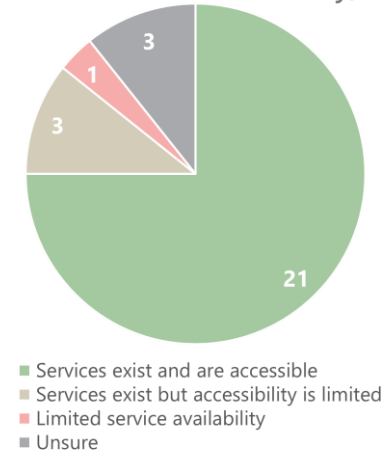
Challenges faced by TVETs (as reported in IDI with 2 TVETs)

- Lack of funding (1)

'We provide free meals and accommodation to our students, and medical and social workers help them fill the necessary documents. However, we face challenges related to the use of specific materials during vocational training. We do not always receive sufficient funding; therefore, we are restricted in distribution of certain materials, in particular, paper, scissors and other equipment required for the studies. For instance, nail artists need accessories, but we cannot provide them with everything they need. So, they have to look for some materials on their own, as do hairdressers and makeup artists.' – TVET 2, Vinnytsia

How would you describe the accessibility of technical and vocational education services in the area?

Results from structured survey, n = 28



Services / benefits received by training participants / clients (as reported in IDI with 2 TVETs)

- State certificate of advanced qualification / educational level (2)
- Employment/internship (2)

Special programs for certain categories of the population (as reported in IDI with 2 TVETs)

- Programs for PWDs (1): *'If a woman/IDP has disability, they can apply to us. We can provide services to all IDPs, but we need to have a source of funding to cover the expenses of such studies.'* – TVET, Vinnytsia

Support for business

The impact of war on the availability of government grant programs for business (as reported in IDIs with 4 LAs)

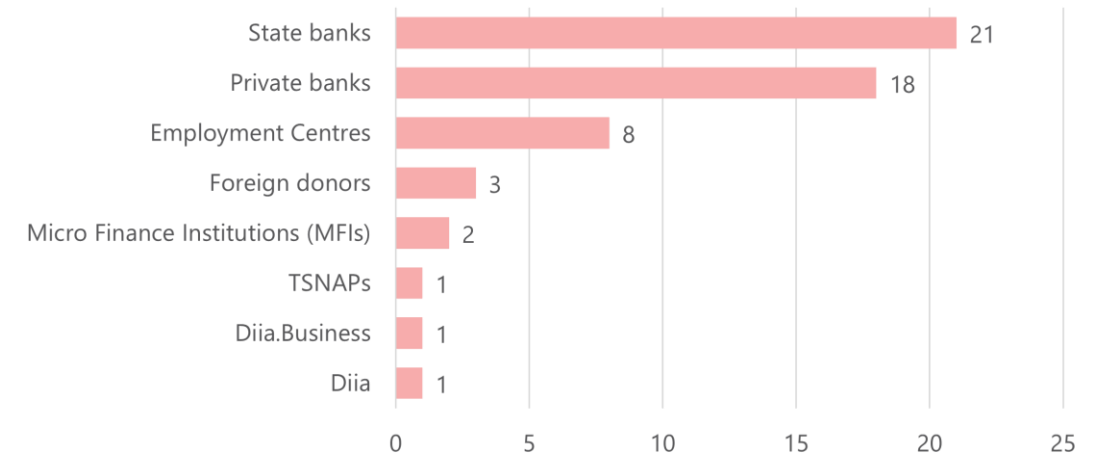
- The availability of state grant programs are recovering (2)
- Some programs have been cancelled/are no longer used (1)
- Increased availability of international grants (1)

'Programs '5-7-9%' and 'E-Robota' were developed before the outbreak of the war, but business are actively using them now. These programs are popular among entrepreneurs, and they serve as efficient tools for supporting businesses. ... Regional Administration puts a lot of efforts to promote such programs. The scope of investments under [these] programs ... has increased.' – RSA, Department of International and Regional Development

'IEs received from 5,000 to 10,000 UAH for entrepreneurship development in the community. However, this program has been suspended now.' – DSA, Vinnytsia

The main sources of business development services for MSMEs and entrepreneurs prior to the war

Results from structured survey, n = 27, multi-choice question



Support for business

Financial support for business (as reported in IDI with 4 BMOs and 2 CSOs)

- Increased grant funding/donation assistance from international organisations (3)
- Availability of bank loans has decreased (3)
- Financial support for women: *'There are even separate women's programs that finance exclusively women's initiatives. Recently, separate credit lines for women are beginning to appear in banks, which are aimed at supporting women's businesses.'* – CSO, Vinnytsia

Available non-financial support (as reported in IDI with 2 CSOs)

- Business consulting services (2): [See Annex D]
- Training/education services (2)
- Initiatives facilitating women's access to financial services (2): [See Annex E]

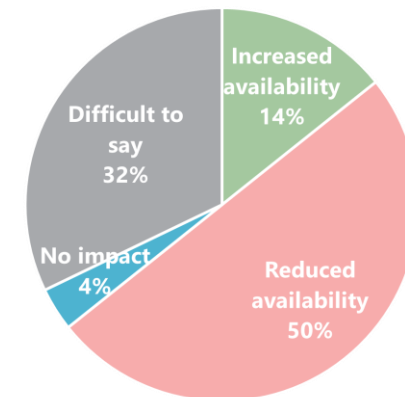
'At the moment, PO 'Divchata' offers retraining and requalification courses, at which women can choose their specialty. We provided funding for it so that they learn a new trade and get a new job.' – CSO, Vinnytsia

'... such examples as '[VONA Hub](#)' are effective examples as women are not merely supported with filling grant applications, but they receive complex follow-up support during 3 to 4 months. It is not very difficult to get a grant, but it is a long way from getting grant to reporting about it, and not all women want to go through it on their own.' – CSO, Vinnytsia

Additional services/activities provided by Administrative Service Centers (as reported in IDI with 3 TSNAPs)

- Assistance / training of clients on access to DIIA portal services (2)
- Assisting elderly fill out online applications (1)

How has the war impacted the availability of credit and business development services?
Results from structured survey, n = 28, multi-choice question



Gaps in livelihoods support activities

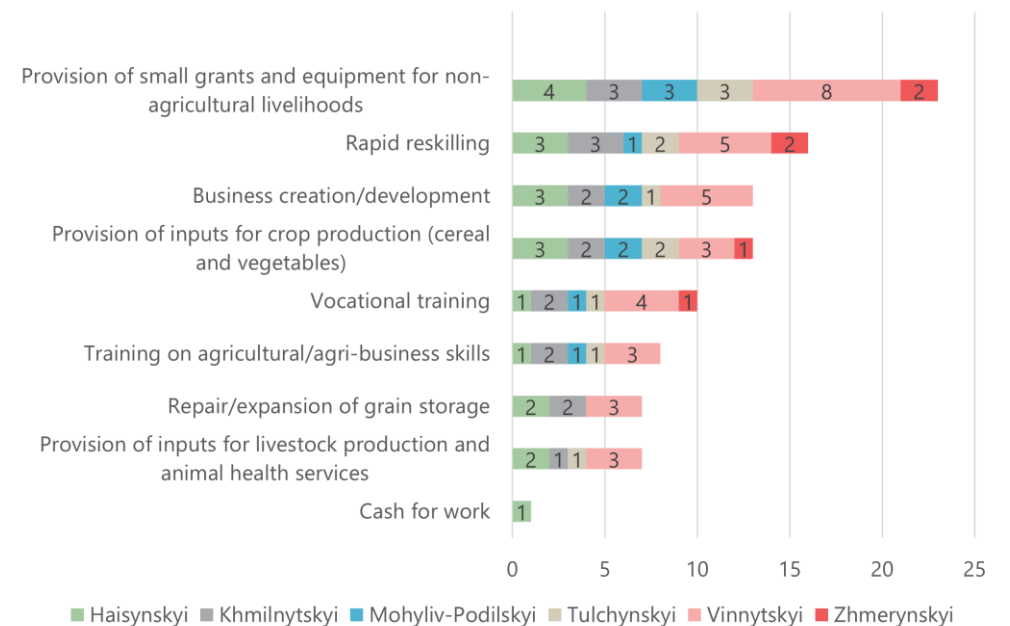
Gaps in the list of services/support (as reported in IDIs with 2 TVETs)

- Strengthening cooperation with employment centers: *'We stay in touch with the employment centers, and we would like this relationship to be closer. They offered us groups of students instead of individual students in order to help us make our work more structured. However, we provide individual training and teachers have to work with individual students. It differs from work with groups of students. It means that we need closer cooperation with the employment centers.'* - TVET 1, Vinnytsia
- Closer cooperation with local authorities: *'I think, it would be perfect to have guaranteed job openings and employ people there. We need support from the government or local authorities.'* – TVET 2, Vinnytsia

Needed support for individuals/households most affected by the loss of livelihoods in the region (as reported in IDIs with 3 TSNAPs)

One TSNAP reported need of *'large-scale information campaigns as issues mostly arise due to lack of awareness about the benefits. In fact, it is very easy to register and find all necessary information [related to childcare, training opportunities, grants, etc.]'* – TSNAP, Luka Meleshkivska village

Livelihoods support activities in high demand in the local area Results from structured survey, n = 28, multi-choice question





Annexes



Annex A: Technical and vocational training and education courses

Courses in demand

haisynskyi	Courses with remote training of personnel, courses on moren technologies use
haisynskyi	Trade qualifications (electrician, plunber, metalworker, mechanician and construction worker)
haisynskyi	Haisyn Medical College
mohyliv-podilskyi	Trade qualifications and service sector
vinnytskyi	IT specialization
vinnytskyi	Medical classes, drivers, mechanicians, cooks and pastry makers
vinnytskyi	IT sphere
zhmerynskyi	Business operations, preparation of business plans and search of loan funds.

Annex B: Largest employers in the area

Tulchynskyi	LLC 'Terafood'
Tulchynskyi	LLC 'Tulchyn Meat-Processing Plant'
Tulchynskyi	Food Company 'Podillia'
Tulchynskyi	LLC 'Food Development'
Tulchynskyi	MHP
Vinnytskyi	Vinnytsi Tool Plant
Vinnytskyi	45 Experimental Mechanical Plant
Vinnytskyi	'Berlinek'
Vinnytskyi	Utility Company 'Vinnytsia Regional Water Service Company'
Vinnytskyi	Utility Company 'Vinnytsia Regional Heat Power Company'
Vinnytskyi	Vinnytsia Regional Energy Supply Company
Vinnytskyi	LLC 'FC Podillia'
Vinnytskyi	PJSC 'Zorya Podillia'
Vinnytskyi	Vinnytsia Poultry Farm
Vinnytskyi	LLC 'Barlinek'
Vinnytskyi	SE 'Electrical Networks'
Vinnytskyi	Farming
Vinnytskyi	production of wooden materials
Vinnytskyi	IT companies
Vinnytskyi	City hospital
Vinnytskyi	education
Vinnytskyi	canning plant
Vinnytskyi	LLC 'Greencool'
Vinnytskyi	LLC 'Agrana Fruit'
Vinnytskyi	Confectionery Factory 'Roshen'
Zhmerynskyi	LLC 'Firmovy Smak'
Zhmerynskyi	LLC 'Ukrland'
Zhmerynskyi	pedagogical college
Zhmerynskyi	Zhmerynskyi Wagon Repair Plant 'Express'
Zhmerynskyi	Locomotive unit station Zhmerynka
Zhmerynskyi	Central Regional Hospital
Zhmerynskyi	Subdivisions of ISC Ukrzaliznytsia
Zhmerynskyi	LLC 'Zhmerinskiy Wagon Repair Plant' LLC 'Meat Master'

Haisynskyi	PJSC 'Zernoprodukt MHP'
Haisynskyi	LLC FC 'Zorya Podillia'
Haisynskyi	ALLC AC 'Olhopil'
Haisynskyi	SD Ladyzhyn TPP
Haisynskyi	branches of MHP 'Poultry Farm'
Haisynskyi	'Processing Plant'
Haisynskyi	'In-house Complex'
Haisynskyi	Haisyn Milk Plant
Haisynskyi	SE 'Haisyn Distillery Plant'
Haisynskyi	LLC FC 'Zorya Podillia'
Haisynskyi	Education Department
Khmilnytskyi	ASIC 'Vizyt'
Khmilnytskyi	LLC 'Khmilnytske'
Khmilnytskyi	PJSC 'Zernoprodukt MHP'
Khmilnytskyi	LLC 'Nibulon'
Khmilnytskyi	Resorts and sugar factory
Khmilnytskyi	Health Resort 'Rodon'
Khmilnytskyi	Resort 'Khmilnyk'
Khmilnytskyi	MIA Resort 'Southern Bug'
Mohyliv-Podilskyi	Confectionery House 'Vatsak'
Mohyliv-Podilskyi	Manufacturing Complex 'Camelot'
Mohyliv-Podilskyi	ALLC 'Agrokryazh'
Mohyliv-Podilskyi	Border unit
Mohyliv-Podilskyi	Farming Company 'Agrosad'

Annex C: Examples of International Organisation support for businesses in the area

'Last year, European Union allocated 50 million Euro of support to small agricultural producers. Also, the CMU Order No918 of 16.08.2022 'Procedure for application of funds allocated from the state budget on provision of support to farm businesses and other agricultural producers' has been approved. The Order specified two lines of support for small agricultural producers:

- 1. Subventions per cultivated land unit for the farms cultivating from 1 to 120 ha of lands, in the amount of 310,000.00 UAH per one ha, but not more than 372,000.00 UAH per one farm;*
- 2. physical and legal entities that keep cattle, from 3 to 100 cows, in the amount of 5,300 UAH per one cow, but not more than 530,000.00 per one farm/physical person.*

European Union provided such grant program last year.' – IDI with BMO 1 (Agri) in Vinnytsia

'Several members were awarded USAID AGRO. Several of them took part in the annual competition organized by MHP and some participated in the governmental programs.' – IDI with BMO 4 (Trade & Manufacture) in Vinnytsia

'We have serious problems with funding, and it is not solved. We are not satisfied with the available funds. For example, IOM program supports 50 projects annually allocating 7,000 USD. The amount is too small.' – IDI with BMO 4 (Trade & Manufacture) in Vinnytsia

'There are such cases. In terms of international organizations and financial support from the Ministry of Economy via such programs as DIIA and E-Robota, yes, they have been awarded, but this information is not publicly available.' – IDI with BMO 3 (Chambers of Commerce and Industry) in Vinnytsia

Annex D: Examples of Business Consulting Services for women

'There is employer's union 'Stina', Club You Woman, Business People and others that provide consulting services and constant support to business initiatives. ... In terms of economic stability, there is the UN Economic Hub that provides a lot of support to women, including consultations related to career, consultancy on how to open their own business or find a job.' – IDI with CSO 1 in Vinnytsia

'There are services that we provide to our members and a range of services that are available to all women entrepreneurs. In addition to women organization in the region, there is a business organization available to both women and men. Also, there are a lot of business schools, consultants and associations as well as DIIA that provides information and consultations free of charge. We have a range of services which we actively promote among women. There are three main types of services: networking, exchange of experience/contacts, and training/retraining both of business owners and employees.' – IDI with CSO 2 in Vinnytsia

Annex E: Examples of women's entrepreneurship or economic empowerment of women in the area and initiatives that facilitate women's access to livelihood opportunities

'Public organizations, such as 'Divchata'. Club You Woman that provide full support starting from kindergarten to retraining for women, training and support with business planning to receipt of a driving license and complex follow-up support. There is also economic development hub 'VONA Hub'. They provide consultations related to career choice and psychologist support to women ... In my opinion, international organizations play a significant role in it now. However, such examples as 'VONA Hub' are effective examples as women are not merely supported with filling grant applications, but they receive complex follow-up support during 3 to 4 months. It is not very difficult to get a grant, but it is a long way from getting grant to reporting about it, and not all women want to go through it on their own.' - IDI with CSO 1, Vinnytsia

Annex F: Technical and vocational training and education services

	Vinnitska			
	TVET		TVET	
Activities, services or courses that are included in the program in addition to the core skill.	Course currently offered	Potential complement to program objective	Course currently offered	Potential complement to program objective
Literacy				
Language				
Numeracy				
Financial literacy	1		1	
Agricultural training				
Entrepreneurial skills	1			1
Marketing				
Apprenticeships	1		1	
Life skills training			1	
Conflict resolution				
Career guidance	1		1	
Post-program tracing				partly
Leadership training				
Psychosocial support			1	
Mentorship			1	
School feeding			1	
Transport				
Child care				
Medical care			1	
Job placement			partly	

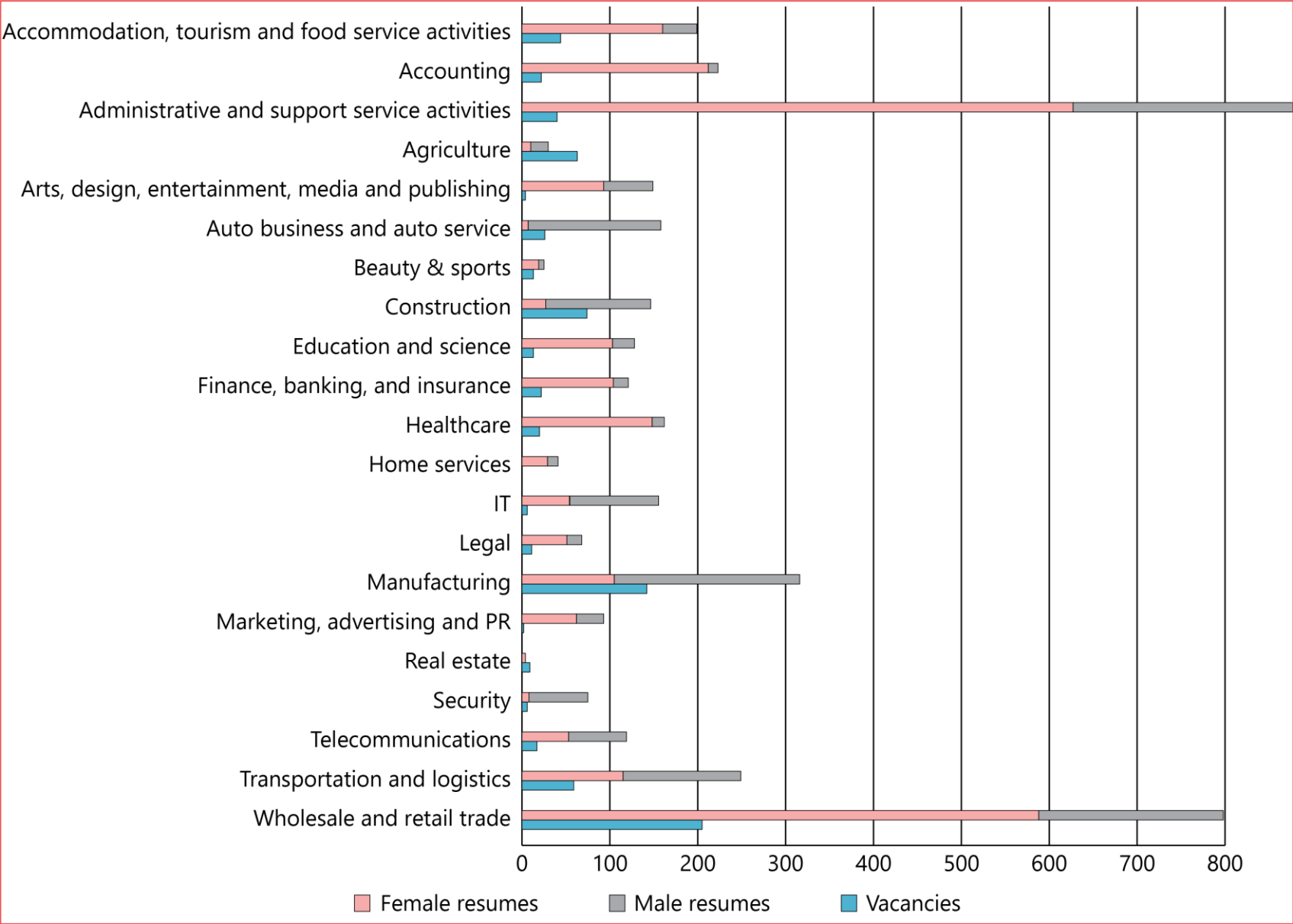
IDI with TVET in Vinnytsia

Annex G: Planned government projects in the area

SECTOR	Administrative level	Vinnitska	
		A. List specific project being planned	B. In what district/town will the project take place?
Health			
Education			
Roads	RDA	Roads are repaired at the expense of the state or local budgets	
Water	RDA	Upgrading of water supply at places of IDP compact settlement	
Sanitation			
Agriculture	RDA	Growing crops unusual for the region	
Demining			
Power infrastructure	RDA	Reconstruction of Ladyzhyn Power Plant	Uman city, Haisyn
Other: Building houses for IDPs	ODA		town Kalynivka

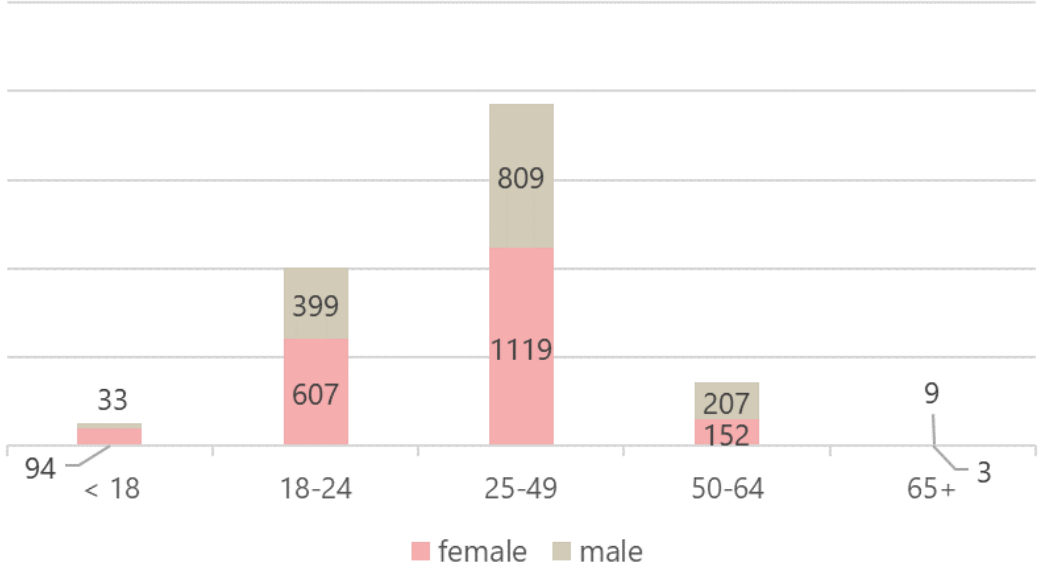
'Four industrial parks have been created in Vinnytsia city. International Corporation HEAD Group, which has renewed construction of the sport accessory factory, also works on their development. Company HEAD Group entered the regional market prior to the outbreak of the war. However, today the rate of implementation of the measures and projects, which were to be implemented in our region, but have been suspended due to the war, has decreased. Despite that, the company did not refuse to implement its plans related to the construction of a large factory in Vinnytsia region. ... [The project will take place] within the area of Vinnytsia city. It will be adequate in terms of transport connection and availability of local transport. ... They will work with local contractors within the scope of local premises construction. All projects will require workforce and employees of various qualifications. ... [For materials] we will try to engage local producers as much as possible.' – RSA

Annex H: Work.ua June 2023 data

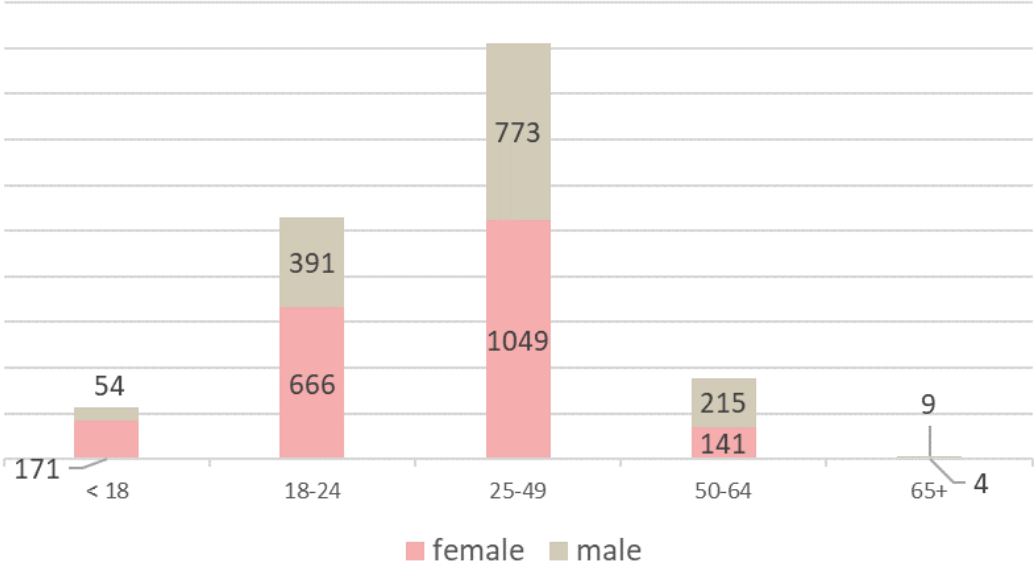


Annex I: Work.ua data – demographics of jobseekers

May 2023



June 2023



Annex J: Work.ua data – demographics of jobseekers by raion (June 2023)

Vacancies		
	May 2023	June 2023
Haisynskyi	124	119
Khmilnytskyi	64	90
Mohyliv-Podilskyi	32	31
Tulchynskyi	58	60
Vinnytskyi	2225	2154
Zhmerynskyi	49	52

Haisynskyi				Khmilnytskyi				Mohyliv-Podilskyi			
	female	male			female	male			female	male	
< 18	2	2		< 18	9	1		< 18	5	2	
18-24	35	20		18-24	39	24		18-24	14	10	
25-49	59	35		25-49	73	29		25-49	33	28	
50-64	10	13		50-64	12	11		50-64	5	4	
65+				65+				65+		1	
(blank)	20	14		(blank)	39	22		(blank)	8	7	

Tulchynskyi				Vinnytskyi				Zhmerynskyi			
	female	male			female	male		Row Label	female	male	
< 18	3	2		< 18	144	44		< 18	8	3	
18-24	6	3		18-24	541	319		18-24	31	15	
25-49	37	18		25-49	786	635		25-49	61	28	
50-64	2	6		50-64	108	174		50-64	4	7	
65+				65+	4	8		65+			
(blank)	11	6		(blank)	139	92		(blank)	19	10	

Annex K: Work.ua May and June 2023 data – salary expectations/offers

	resume	vacancies
Wholesale and retail trade	15065	15783
Transportation and logistics	15792	22280
Telecommunications	16318	14323
Security	16428	20260
Real estate	14739	16514
Marketing, advertising and PR	15362	19478
Manufacturing	16700	17591
Legal	14615	12190
IT	16678	20117
Home services	16143	16814
Healthcare	15162	15701
Finance, banking, and insurance	15349	15483
Education and science	14341	13942
Construction	17517	18742
Beauty & sports	14346	14220
Auto business and auto service	17739	16404
Arts, design, entertainment, media and publishing	15435	15522
Agriculture	15335	20382
Administrative and support service activities	15233	14930
Accounting	14071	15065
Accommodation, tourism and food service activities	13849	14146

Annex L: Work.ua – PWD resumes

	May 2023	June 2023
Accounting	6	6
Agriculture	2	1
Auto business and auto service	7	5
Beauty & sports	2	0
Construction	5	3
Education and science	6	3
Healthcare	10	1
Accommodation, tourism and food service activities	9	3
IT	1	3
Legal	2	1
Transportation and logistics	9	8
Marketing, advertising and PR	4	2
Manufacturing	8	11
Real estate	0	0
Security	3	5
Telecommunications	7	1
Home services	0	1
Administrative and support service activities	30	21
Finance, banking, and insurance	6	4
Arts, design, entertainment, media and publishing	1	2
Wholesale and retail trade	23	13